



# THE GRAND STAND

VOLUME 1, NO. 6

GOVERNOR'S COMMITTEE  
FOR THE PHYSICALLY HANDICAPPED

APR 1 1976

APRIL 1976

## The White House Conference on Handicapped Individuals

### DR. HENRY VISCARDI APPOINTED CHAIRMAN

Dr. Henry Viscardi, Jr., President and founder of Human Resources Center on Long Island, has been appointed Chairman of the National Planning and Advisory Council.

That Council, together with the Secretary of Health, Education, and Welfare, The Honorable David Mathews, have responsibility for the White House Conference.

Born virtually without legs, Dr. Viscardi walks with the use of artificial limbs. During the Second World War, he worked with veterans who were severely impaired due to war injuries. Upon the completion of the war, Dr. Viscardi was instrumental in founding Just One Break (J.O.B.) in New York City, a nonprofit organization which continues to find work for persons who are handicapped.

In 1952, Dr. Viscardi founded Abilities, Inc., a demonstration work facility for handicapped persons which was the basis for what is now Human Resources Center.

Dr. Viscardi is the author of eight books and the recipient of numerous honors for his work on behalf of disabled people. Among the most recent was the James E. Allen Memorial Award given by the Board of Regents of the State of New York.

"We trust that handicapped individuals will take advantage of the variety of ways we have of inputting to the Conference," Viscardi said. "This is an opportunity we, the handicapped, have to solve our own problems."

### HANDICAPPED FILL VARIETY OF ROLES

Handicapped individuals will play a major role in the directions taken by the White House Conference.

"I was delighted to learn that at least half of the National Conference will be handicapped individuals themselves," said President Ford in announcing the Conference. "Obviously, this makes very good sense. The problems of the handicapped are too often left to people without handicaps who might sometimes lack personal experience which gives great insight."

### GOVERNOR'S CONFERENCE ON HANDICAPPED INDIVIDUALS

Public Law 93-516 authorized the Secretary of HEW to make a grant to each State in order to assist the State's participation in the White House Conference program, including the conduct of a State Conference.

State Conferences should assist the White House Conference on Handicapped Individuals in its mission:

- to provide a national assessment of problems faced by individuals with mental or physical handicaps
- to generate a national awareness of those problems
- to make recommendations to the President and Congress which, if implemented, will assure that all individuals with handicaps are able to live their lives independently,

with dignity, and with complete integration into community life.

Pennsylvania's Regional meetings will address problems and concerns and our state wide conference will address the solutions and the means of implementation of solutions to those problems and concerns.

Five major areas of concern have been identified in the legislation which authorized the White House Conference. These are being delineated by Conference planning chiefs in cooperation with task forces comprised of Planning and Advisory Council members. Each of these topics will be addressed at both the state and national conferences, and will relate to both physical and mental handicaps.

The Conference Topics Are:

#### Health Concerns

1. The impact of Research and Applied Technology in benefiting the handicapped.
2. Diagnosis, Treatment, and Prevention of handicapping conditions.

#### Special Concerns

1. Concerns of individuals with severe or multiple handicaps.
2. Civil Rights of the handicapped.
3. Adequate residential and community based programs for the handicapped.
4. Service delivery systems.

#### Education Concerns

1. Full educational opportunities for the handicapped.



## Social Concerns

1. Psychological adjustment of handicapped individuals and their families.
2. Attitudes of the general public to problems of the handicapped.
3. The elimination of environmental barriers such as architectural, transportation and communications.
4. Recreational and cultural development of the handicapped.

## Economic Concerns

1. Employment of the handicapped.
2. Economic impact on the handicapped.

## BICENTENNIAL FOR HANDICAPPED, TOO

*Reprinted from CRUSADER, Fall 1975, United Cerebral Palsy Association, Inc. New York*

A palsy condition did not deter an aging Stephen Hopkins of Rhode Island from signing his name to the Declaration of Independence almost 200 years ago.

This display of courage and determination is featured on the cover of a flyer published by The President's Committee on Employment of the Handicapped. Entitled "Make the Bicentennial for All; Include Handicapped People," the flyer calls for the accommodation of handicapped people at Bicentennial events throughout the nation.

"Think about this," the flyer says, "after 200 years, some Americans do not have complete independence. But they can be free. When planning your Bicentennial observance, think barrier free." It outlines various ways that such events can accommodate the needs of the handicapped.

Stephen Hopkins (1707-1785), colonial governor of Rhode Island, was one of the more prominent signers of the Declaration of Independence. His shaky penmanship stands in marked contrast to the meticulous signature of John Adams, which is a few names above it.

Orator, legislator, jurist, journalist, business executive, and public spirited citizen — these words have been used to characterize Hopkins, whom many historians have called one of the greatest men of the revolutionary period.

He signed the Declaration of Independence with great pride and satisfaction, remarking: "My hand trembles but my heart does not."

This is cited on the flyer, which is available through the Committee's office. Each member of Congress has received a copy, as have more than 6,000 Bicentennial projects across the country.

## REGULATIONS FOR VOCATIONAL REHABILITATION FACILITIES IN THE COMMONWEALTH

*Dorothy Fulton  
Office of Mental Retardation  
Department of Public Welfare*

In June, 1974, the Pennsylvania Governor's Committee for the Physically Handicapped secured commitments from the State Departments of Welfare, Labor and Industry, and Education to develop uniform statewide standards for the operation of vocational rehabilitation facilities. The Department together with representatives from private and professional voluntary organizations were organized into a Task Force to accomplish this task.

The Right to Education Consent Decree (1973) placed the Department of Education in a position of providing vocational services for special students on a broad scale. The Federal Vocational Rehabilitation Act of 1973 and its 1974 Amendments further solidified the responsibilities of the Department of Labor and Industry (through the Bureau of Vocational Rehabilitation) and the Department of Welfare (through the Office for the Visually Handicapped) in the area of establishing standards in Vocational Rehabilitation facilities to ensure quality client services. The Pennsylvania Mental Health-Mental Retardation Act of 1966 mandated County Mental Health-Mental Retardation Programs to provide "specialized rehabilitation services, including sheltered workshops" for the state's mentally disabled citizens as well as the responsibility to evaluate and monitor such programs. Title XIX and Title XX of the Social Security Act also carry responsibilities for certification or rehabilitation facilities by the Department of Welfare in implementing those federal-state programs.

By 1975, these combined state agency efforts had grown to administer more than \$15,000,000 in Federal and State monies to provide services to approximately 12,700 handicapped individuals annually in 156 vocational rehabilitation facilities across the State. Yet uniform statewide criteria for the operators of the programs, the private community Vocational Rehabilitation facilities, had never been established.

In January, 1976, the Task Force, by an interdepartmental and public-private cooperative effort unprecedented in the Commonwealth, presented to the Governor's Committee on Services to the Handicapped a set of Regulations for Community Vocational Rehabilitation Facilities together with an implementation proposal. The Regulations provide minimum criteria for facilities to operate and will be a prerequisite for purchase of service agreements from all the state agencies.

In August, 1975, the Regulations were

published in proposed form. In September, public hearings were held. In the following three months, final revisions were made and the material is now being presented for final publication.

Briefly, the Regulations cover all community-based vocational rehabilitation facilities in the Commonwealth offering sheltered employment/work activities center programming alone or in combination with Vocational Evaluation, Personal and Work Adjustment Training, Occupational Training and/or Placement Services. Similar regulations are currently being written to cover work activities centers that are institution-based.

The core of the regulations is the section on Program Services. Several general criteria are outlined which relate to procedures to be followed with clients regardless of the program segment in which they are participating. Criteria are then spelled out for each type of program: Evaluation, Personal and Work Adjustment Training, Occupational Training, Sheltered Employment, Work Activities Center and Placement.

The proposal to implement the Regulations is that review of the facilities for approval to be accomplished by interdepartmental effort on a survey team model with the Department of Public Welfare providing the coordination and leadership functions in the process, since DPW has the broad legal base for facility approval in the Commonwealth. The Office of Mental Retardation in DPW was selected as the focal point of the effort.

Each cooperating department and agency will commit its resources to the survey teams. The survey team model, with a strong training component, would achieve evenness, objectivity and appropriate expertise in application of the facility regulations. It will also assure sensitivity to particular client caseloads.

This commitment to the provision of quality vocational rehabilitation services to the handicapped citizens of Pennsylvania by the various Commonwealth Departments in cooperation with the private sector represents a landmark in Pennsylvania's efforts. In its accomplishment it could serve as a model to other states in their efforts to deal with the growing complexity of the human services delivery system.

For more information or to secure a copy of the Regulations, contact Ms. Dorothy Fulton, Chief, Division of Vocational Habilitation Services, Office of Mental Retardation, Department of Public Welfare, P.O. Box 2675, Harrisburg, Pennsylvania 17120 (Phone: 717-787-5102).

## WOODHAVEN CENTER

*Beverly D. Rehfeld*

Woodhaven Center is a cooperative



## NEWS BRIEFS

### Transatlantic Deaf Telephone Communication

The Department of HEW and the Department of Commerce participated in a Transatlantic telephone call at 7:30 a.m. on May 12, demonstrating special telephone equipment for deaf people to mark the opening of the U.S. Telecommunications Exhibition at the Trade Center in London where more than sixty U.S. firms are presenting their latest state of the art technology to the British market.

The FCC approved this single call which was initiated in London by Honorable Jack Ashley, a deaf member of Parliament, and was received in the HEW Snow Room by Dr. Boyce Williams and Dr. Robert Weitbrecht, deaf inventor of the crucial telephone coupler.

Secretary Weinberger participated and invited the British Ambassador, Members of the Congress, and other members of government and private organizations to share this historic occasion. In London, U.S. Ambassador Elliot Richardson participated.

### Deaf Conference

The Association for Computing Machinery—Special Interest Group on Computers and the Physically Handicapped, with financial support from Burroughs Corporation, Eastman Kodak Company, and IBM, sponsored a Conference on Computing Careers for Deaf People in Washington, D.C. recently. Participants included employers, deaf persons employed or training in the computer field, educators, vocational rehabilitation personnel and Civil Service Commission officials. Approximately 500 deaf persons are presently employed in the broad area of data processing. It is expected that this number will grow much larger as training opportunities for interested deaf individuals increase and as employers become aware of the substantial contributions deaf people are in a position to make.

### Trail Named to National Recreation Trails System

The United State Department of the Interior has named the "Flour Sak Battle Bicentennial Trail" a part of the National Recreation Trails System.

Combining colonial history with nature interpretation, the mile-long trail, especially designed to accommodate the blind, is in the Bushy Run Battlefield Park near Jeanette, Pennsylvania. The park is administered by the Pennsylvania Historical and Museum Commission as an historic site on the Pennsylvania Trail of History.

Marked with both regular and braille signs, the trail has its bed covered with wood chips as a safety and directional

feature for the sightless trail users. Tape recorded descriptions also are provided.

The Flour Sak Bicentennial Trail is the third to receive national recognition in the Commonwealth. The first in Pennsylvania is a bicycle trail in Fairmount Park, Philadelphia.

The Flour Sak Trail got its name from the strange fort constructed by Colonel Henry Bouquet and his troops in 1763. The bags of flour used by Bouquet halted the unchecked Indian attacks on settlers.

The park, which has a museum interpreting the battlefield's historical significance, is located on Route 993 west of Harrison City and north of Jeanette. It can be reached from Exit Seven of the Pennsylvania Turnpike.

### Pennsylvania Legislation Passed

House Bill 501 requires the installation of ramps at cross walks under certain conditions Passed House. In Senate transportation.

House Bill 1404 provides for the employment of mentally retarded, developmentally disabled and physically handicapped through the state civil service system. Passed House. Not yet assigned to Committee in Senate.

For the Bicentennial Year the Library for the Blind and Physically Handicapped, Philadelphia, has some special projects planned. Two maps will be available around April, for those planning to visit the City's historical areas. One map will be in braille and the other will show buildings which are wheelchair accessible.



Mr. & Mrs. Carl Odhner, Co-Directors of the Planning Committee of the Governor's Conference for Handicapped Individuals. Standing with them is John H. Snyder, Governor's Advocate for the Physically Handicapped.

### MEMBERS OF THE PLANNING COMMITTEE FOR THE GOVERNOR'S CONFERENCE ON HANDICAPPED INDIVIDUALS ARE:

David R. Bailey  
Executive Director  
D.T. Watson Home  
for crippled Children  
Leetsdale, Pa. 15056  
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Dr. William A. Black, Jr.  
Chairman Spinal Cord Injury Committee  
State Advisory Council for Comprehensive  
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Good Shepherd Rehab. Workshop  
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Peter P. Palloni  
Mrs. Muriel Weeks  
Frank Nemchick

## MARK YOUR CALENDAR

**April 2, 1976**  
Training Seminar – Right to Education  
The Eastern Seal Society for Crippled Children  
and Adults of Pennsylvania  
At Pennsylvania Society Headquarters for  
Central-Eastern Area Societies

**April 4-7, 1976**  
Pa. Conference on the Aging  
Hershey Convention Center  
Hershey, Pa.  
Contact Mr. Daniel Schulder  
Governor's Office of Human Resources

**April 7, 1976**  
Mini-Course Lecture Series  
Woodhaven Center Auditorium  
2900 Southampton Road – Northeast  
Philadelphia  
671-5000  
10 A.M. – Open to Public  
“Piagetian Theory and the Mentally Retarded  
Person” a lecture by Sol B. Barenbaum, Ph.D.  
– Research and Training Specialist, Office of  
Mental Retardation, Dept. of Public Welfare,  
Eastern Pennsylvania Psychiatric Institute

**April 14, 1976**  
Mini-Course Lecture Series  
Woodhaven Center Auditorium  
2900 Southampton Road – Northeast  
Philadelphia  
671-5000  
10 A.M. – Open to Public  
“Psychologist – Educator Relationships” a  
lecture by Roy Martin, Rh.D. – Associate  
Professor, Temple University School of  
Psychology

**April 21, 1976**  
Governor's Committee for the Physically  
Handicapped Meeting  
G-24 Museum Building  
10 A.M.

**April 21, 1976**  
Mini-Course Lecture Series  
Woodhaven Center Auditorium  
2900 Southampton Road – Northeast  
Philadelphia  
671-5000  
10 A.M. – Open to Public  
“The Professional Child Care Worker” a lecture  
by Robert J. Seigfried, M.S. – Assistant  
Professor, Child Care Department, Temple  
University School of Social Administration

**April 25-27, 1976**  
Pa. Rehabilitation Conference  
Valley Forge, Pa.  
Contact John Hagen  
Bureau of Vocational Education  
Department of Education

**April 28-30, 1976**  
President's Committee on Employment of the  
Handicapped  
Washington, D.C.  
Contact John McGrath  
Bureau of Vocational Education  
Department of Education

**May 3-5, 1976**  
“Institute on Volunteer Services  
Administration”  
Sponsored by American Hospital Association at  
Sonesta Hotel, Hartford, Conn.

**May 3-7, 1976**  
Pennsylvania Easter Seal Society Conference

**May 16-18, 1976**  
National Hospital Week

**May 19, 1976**  
Governor's Committee For the Physically  
Handicapped  
Meeting G-24 Museum Building – 10 A.M.

**May 20, 1976**  
State Task Force on Right to Education  
Meeting – Erie County Vo-Tech School

**May 25-27, 1976**  
Mid-Atlantic Health Congress and Tri-State  
Meeting  
Atlantic City

**June 1-5, 1976**  
AAMD Conference  
Chicago, Illinois

**June 13-17, 1976**  
National Conference on Social Welfare  
Washington, D.C.

**June 16, 1976**  
Governor's Committee For The Physically  
Handicapped  
Meeting G-24 Museum Bldg. – 10:00 A.M.

**June 16-19, 1976**  
PARC  
State Convention  
Downingtown, Pa.

**June 17, 1976**  
State Task Force on Right to Education  
Meeting  
123 Forster Street  
Harrisburg, Pennsylvania

**June 20-23, 1976**  
United Cerebral Palsy Family Conference  
Slippery Rock State College  
Slippery Rock, Pa.

**June 27-29, 1976**  
United Cerebral Palsy  
Spring Adult Association Conference  
Hershey, Pa.

**September 1976**  
Governor's Conference on Handicapped  
Individuals  
Regional Conferences

**Oct. 19-22, 1976**  
American Society of Directors of Volunteer  
Services Convention  
Denver, Colorado

**Oct. 20-21, 1976**  
HAP Fall Conference  
Pittsburgh Hilton

**Nov. 3-4-5, 1976**  
Annual Conference of the  
Pennsylvania-Delaware Chapter American  
Association of Workers for the Blind  
William Penn Hotel in Pittsburgh  
Anyone wanting information concerning this  
conference should contact  
Leroy J. Battwy,  
President Elect  
The Greater Pittsburgh Guild for the Blind  
311 Station Street  
Bridgeville, Pa. 15017

**Dec. 2-3, 1976**  
Governor's Conference on Handicapped  
Individuals  
Hershey Convention Center  
Contact Mr. John Snyder  
Governor's Advocate for the Physically  
Handicapped  
Phone: (717) 787-8348

**December 1976**  
White House Conference on Handicapped  
Individuals  
Washington, D.C.



venture between Temple University and the Commonwealth of Pennsylvania for short-term rehabilitative services to retarded people. Its program encompasses service delivery, training and research.

The Center is offering short-term rehabilitative services for retarded people, announces its Spring Mini-Course Series open to the public free of charge. Beginning Wednesday, March 10 with "Prescriptive Strategies for Troubled Children" and every Wednesday through May 26, the lectures will be conducted by Temple University faculty members, professionals and Woodhaven Center staff. The Mini Course Series is in keeping with the Center's philosophy to share expertise in the mental retardation field with professionals and the community.

Future Mini-Course lectures this Spring will cover a wide range of topics from complicated professional matter to community oriented programs. Upcoming will be lectures on genetics, language, psychology, vocations and family involvement with the mentally retarded citizen.

The programs will be held at 10 A.M. in the Woodhaven Center Auditorium, located at 2900 Southampton Road, Northeast Philadelphia. The Center is a cooperative venture between Temple University and the Commonwealth of Pennsylvania, funded in part by the Department of Public Welfare. There is no registration fee.

Woodhaven Center released the first in "The Woodhaven Papers" series to state-wide institutions and universities and colleges. "A Pharmacy Student Clinical Rotation Program in a Mental Retardation Facility" was written by Dr. Allen R. Geiwitz, Chief of Pharmacy Services at the Center and published in Lippincott's Hospital Pharmacy in December.

Joseph J. Colombatto, the Center's Director, said, "The distribution of this first paper begins what is expected to be a continuing source of reference and information regarding programming for retarded people.

For further information contact:  
Beverly D. Rehfeld  
Director, Public Relations  
671-5025

## RETIREES CAN REGISTER CAR FOR TEN DOLLARS

Retired motorists earning less than \$7,500 are eligible to register their car or other vehicle in Pennsylvania for only \$10.

Any retired person, regardless of age, earning less than the maximum income, can register one vehicle, car, station wagon or truck up to 9,000 pounds, for only \$10.

The Pennsylvania Department of Transportation said that because of the vagueness of the law giving this discount, legal questions had to be settled before it

could be determined exactly who was eligible. The law is actually part of the recently passed law hiking motor vehicle registration fees.

The new law provides that "no registration fee shall be charged....but the department shall charge a fee of \$10 to cover the costs of processing for issuing or renewing the registration.

After meeting with legislative leaders to determine the intent of the legislature in passing the law, PennDOT's legal counsel drew up guidelines for administering the discount.

The guidelines drawn up by PennDOT's legal counsel are as follows:

- A person must be retired, that is, not worked at his or her job or profession during the entire previous calendar year.
- Total income from all sources, including social security, must not exceed \$7,500 a year.
- The person must be receiving income from social security, pension, retirement fund or other retirement benefits such as securities.
- If only one spouse of a married couple qualifies, the discount registered vehicle must be in his or her name.
- If both spouses qualify, they may

each register a vehicle at the reduced rate.

- If the vehicle is jointly owned (titled in both names) total income of the couple may not exceed \$7,500.

- Only one vehicle per retired person may be registered at the lower rate.

- Occasional use of the discount registered vehicle by other persons is permitted.

- Retired persons are not exempt from normal title and transfer fees.

Applications are about the size of a postcard and are simple to fill out. They are available by mail by writing: Bureau of Motor Vehicle, Harrisburg, PA 17122.

They will also be available over the counter in Harrisburg, as well as at Bureau of Motor Vehicles branch offices at Roosevelt Blvd. and Southampton Rd., Philadelphia, and 300 Liberty Ave., Pittsburgh.

Applications are expected to be available soon through motor clubs and other similar sources.

Once an application is filled out and signed, it should be returned along with the regular registration renewal application. Even though the renewal application lists a higher fee, a check for only \$10 should be included.



## SPIRIT OF '76

Eleanor M. Sauer  
Girard High School  
Lake Street  
Girard, PA 16417

The Physically Handicapped Class for Western Erie County under Intermediate Unit 5 in the Girard High School felt this experience might be of interest to others.

The school has a homecoming event the first week of October. As soon as school started in September, students in this class started hearing of the homecoming plans. Each class enters a float — around 200 students per class. This physically handicapped class of 5 asked why they could not enter a float also. The regulations said the entry could

only be registered by the class president, etc.

Immediately they elected a president. The charge to register was \$2.00. The next day they each brought in 40¢ and they started to work. Their determination was unbelievable as the five of them, all wheelchair bound, went to work. One fellow volunteered an old wagon of his father's. There were many difficulties overcome to accomplish their end, but they kept at it. They enlisted the aid of the art teacher for the painting of the face of Uncle Sam, who was a figure they made and stuffed and put in the wheelchair. The parade theme was Spirit of '76 and the whole thing was made of their own ideas. They did all the painting, etc. They did not win any prizes, but it was a tremendous experience for them.



## CANCER IN THE WORKPLACE

*Partial Reprinted from: Pennsylvania,  
February 1976, AFL-CIO Publication*

Since the 18th century discovery of scrotal cancer among British chimney sweeps, occupational cancers have claimed an everincreasing number of victims. So widespread is cancer today that one out of every four Americans will eventually develop some form of cancer. And one out of every five Americans will die from cancer.

Of course not all cancers arise from job exposures. There are many other factors influencing cancer development. Some are peculiar to the individual such as cigarette smoking, heredity and diet; others are such external agents as contaminated drinking water, impure foods and air pollution.

In fact, these environmental pollutants are now thought to cause from 75 to 85 per cent of all human cancers. The proliferation of synthetic chemicals during the past few decades accounts for a large proportion of cancer-causing substances in the environment.

Since industry is the single largest contributor to environmental pollution, it follows that attempts at cancer prevention in the workplace will help prevent cancer in the community. For the workplace is not an island to itself and the occupational carcinogen inevitably becomes the environmental carcinogen.

## THE 8TH ANNUAL THERAPEUTIC RECREATION INSTITUTE

*Gail Weikel  
Institute Director*

The Pennsylvania Therapeutic Recreation Society and the Pennsylvania Department of Community Affairs will sponsor a three-day institute on recreation for special populations from June 29 through July 1, 1976, at Susquehanna University in Selinsgrove, Pennsylvania.

The Institute has been geared toward

recreation practitioners who work with special populations such as the aging, the mentally and physically handicapped, and the developmentally disabled.

The design of the programs will be to equip the participants with a variety of appropriate recreation activity skills which may be utilized in working with special populations. Through involvement in a variety of workshops and seminars, participants will be exposed to program techniques in areas such as music therapy, socialization activities, craft, adapted physical activities, dance, outdoor activities. Also included will be specific workshops for those who work with the aging and various disability groups.

Final date for registration for this unique training program is June 8, 1976. For additional information contact Mr. Gail Weikel, Institute Director, White Haven State School and Hospital, White Haven, Pennsylvania 18661.

## HIRING THE HANDICAPPED

*Reprinted from EEO, Issue #10  
United States Civil  
Service Commission  
Washington, D.C. 20415*

### ABILITY OR DISABILITY?

The economic growth and well-being of a nation, State and community is largely dependent on the productivity of its citizens. Everyone who can make a contribution to the economic life of the community should be able to do so. Thinking in terms of abilities rather than disabilities is the key to recognizing the handicapped person's potential for contribution. Regardless of the type or degree of impairment, handicapped individuals, when properly placed and provided with suitable working conditions, display high levels of motivation, productivity and dependability. Jobs in the public service can provide productive employment

opportunities to those whose skills would otherwise be lost to our society. It is, therefore, the particular concern of the public sector to assume an active role in developing job opportunities for the handicapped.

### WHO ARE THE HANDICAPPED?

The 1974 amendments to the Vocational Rehabilitation Act of 1973 define a handicapped person as one who:

- has a physical or mental impairment which substantially limits one or more of such person's major life activities (such as employability);
- has a record of such impairment; or
- is regarded as having such an impairment.

As the last part of this definition suggests, "handicaps" sometimes exist more in the minds of the non-handicapped than in reality. Most handicapped individuals are job-ready and can often be appointed competitively with some assistance. Those whose impairments are more severe may require special consideration to assure full utilization of their talents.

### SPREAD THE WORD

If there are any topics on which you would like to see an article written, or any comments you have pro or con concerning the articles you have seen in THE GRAND STAND, please write either directly to the author of the article or address your letter to the Editors:

George W. Severns, Jr.  
Publications Chairman  
THE GRAND STAND  
c/o 123 Forster Street  
Harrisburg, PA 17102  
or

John H. Snyder  
Governor's Advocate for the  
Physically Handicapped  
500 State Street Building  
Harrisburg, PA

## THE GRAND STAND

123 Forster Street, Harrisburg, Pa. 17102

BULK RATE  
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MR JOHNSON  
PA DEPT OF HEALTH  
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HARRISBURG PA 17120